
Virginia's Audiology Workforce: 2014

Healthcare Workforce Data Center

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Virginia Department of Health Professions
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373 Audiologists voluntarily participated in this survey. Without their efforts the work of the center would not be possible. The Department of Health Professions, the Healthcare Workforce Data Center, and the Board of Audiology & Speech-Language Pathology express our sincerest appreciation for your ongoing cooperation.

Thank You!

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The Audiology Workforce: At a Glance:

The Workforce

Licensees:	516
Virginia's Workforce:	417
FTEs:	363

Background

Rural Childhood:	10%
HS Degree in VA:	36%
Prof. Degree in VA:	31%

Current Employment

Employed in Prof.:	95%
Hold 1 Full-time Job:	72%
Satisfied?:	95%

Survey Response Rate

All Licensees:	72%
Renewing Practitioners:	80%

Education

Au.D.:	63%
Masters:	26%

Job Turnover

Switched Jobs in 2013:	6%
Employed over 2 yrs:	71%

Demographics

Female:	87%
Diversity Index:	22%
Median Age:	45

Finances

Median Income:	\$60k-\$70k
Health Benefits:	56%
Under 40 w/ Ed debt:	53%

Primary Roles

Patient Care:	79%
Administration:	4%
Other Roles:	1%

Source: Va. Healthcare Workforce Data Center

Full Time Equivalency Units per 1,000 Residents by Council on Virginia's Future Region

Source: Va Healthcare Workforce Data Center

Legend

FTEs per 1,000 Residents

	0.02 - 0.03
	0.04
	0.05
	0.06



July 2012 Population Estimates
from the University of Virginia's
Weldon Cooper Center for Public Service

0 25 50 100 150 200
Miles



Source: Va. Healthcare Workforce Data Center

373 audiologists voluntarily took part in the 2014 Audiologist Workforce Survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which takes place every December for audiologists. These survey respondents represent 72% of the 516 audiologists who are licensed in the state and 80% of renewing practitioners.

The HWDC estimates that 417 audiologists participated in Virginia's workforce during the survey period, which is defined as those who worked at least a portion of the year in the state or who live in the state and intend to return to work as an audiologist at some point in the future. During 2014, Virginia's audiology workforce provided 363 "full-time equivalency units", which the HWDC defines simply as working 2,000 hours a year (or 40 hours per week for 50 weeks with 2 weeks off).

87% of all audiologists are female, while the median age of all audiologists is 45. In a random encounter between two audiologists, there is a 22% chance that they would be of different races or ethnicities, a measure known as the diversity index. This makes Virginia's audiology workforce considerably less diverse than the state's overall population, where there is a 54% chance that two randomly chosen people would be of different races or ethnicities. Audiologists who are under the age of 40 are no more diverse than the overall audiology workforce.

28% of audiologists grew up in a rural area, and 19% of these professionals currently work in non-Metro areas of the state. Meanwhile, 36% of Virginia's audiologists graduated from high school in Virginia, and 31% of audiologists earned their initial professional degree in the state. In total, 44% of Virginia's audiology workforce has some educational background in the state.

63% of audiologists hold a Doctor of Audiology (Au.D.) as their highest professional degree, while another 26% of audiologists have a Masters degree. 29% of audiologists currently carry educational debt, including more than half of those under the age of 40. The median debt burden for those audiologists with educational debt is between \$30,000 and \$40,000.

95% of audiologists are currently employed in the profession, and less than 1% of audiologists are involuntarily unemployed at the moment. 72% of all audiologists hold one full-time position, while 9% hold two or more positions simultaneously. More than half of all audiologists work between 40 and 49 hours per week, while just 4% of audiologists work at least 60 hours per week. 71% of audiologists have been at their primary work location for more than two years, and just 1% of audiologists have experienced involuntary unemployment at some point in the past year.

The typical audiologist earned between \$60,000 and \$70,000 last year. In addition, 84% of audiologists who are compensated with either an hourly wage or salary at their primary work location also receive at least one employer-sponsored benefit, including 56% who receive health insurance. 95% of all audiologists are satisfied with their current employment situation, including 68% who indicate they are "very satisfied".

One-quarter of all audiologists currently work at more than one location. Meanwhile, 79% of audiologists work in the private sector, including nearly 70% who work at a for-profit institution. Private practices were the most common working establishment type for Virginia's audiology workforce, employing more than 40% of all professionals.

A typical audiologist spends between 80% and 90% of her time treating patients, while most of her remaining time is spent undertaking administrative tasks. 79% of audiologists serve a patient care role, meaning that at least 60% of their time is spent in patient care activities. The typical audiologists will treat between 20 and 30 patients per week at her primary work location.

37% of audiologists expect to retire by the age of 65. Just 5% of the current workforce expects to retire in the next two years, while half of the current workforce expects to retire by 2039. Over the next two years, only 4% of Virginia's audiology workforce plan on leaving either the state or the profession. Meanwhile, 12% of audiologists plan on increasing patient care activities over the next two years, and 8% expect to pursue additional educational opportunities.

A Closer Look:

Licensee Counts		
License Status	#	%
Renewing Practitioners	448	87%
New Licensees	36	7%
Non-Renewals	32	6%
All Licensees	516	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. 80% of renewing audiologists submitted a survey. These represent 72% of audiologists who held a license at some point in 2014.

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
By Age			
Under 30	27	11	29%
30 to 34	17	47	73%
35 to 39	20	54	73%
40 to 44	19	48	72%
45 to 49	16	37	70%
50 to 54	13	55	81%
55 to 59	13	48	79%
60 and Over	18	73	80%
Total	143	373	72%
New Licenses			
Issued in 2014	25	11	31%
Metro Status			
Non-Metro	12	22	65%
Metro	99	277	74%
Not in Virginia	32	73	70%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Audiologists

Number: 516
 New: 7%
 Not Renewed: 6%

Survey Response Rates

All Licensees: 72%
 Renewing Practitioners: 80%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	373
Response Rate, all licensees	72%
Response Rate, Renewals	80%

Source: Va. Healthcare Workforce Data Center

Definitions

- 1. The Survey Period:** The survey was conducted in December 2014.
- 2. Target Population:** All audiologists who held a Virginia license at some point in 2014.
- 3. Survey Population:** The survey was available to those who renewed their licenses online. It was not available to those who did not renew, including some audiologists newly licensed in 2014.

At a Glance:

Workforce

2014 Audiology Workforce: 417
 FTEs: 363

Utilization Ratios

Licensees in VA Workforce: 81%
 Licensees per FTE: 1.42
 Workers per FTE: 1.15

Source: Va. Healthcare Workforce Data Center

Definitions

- 1. Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time in the past year or who indicated intent to return to Virginia's workforce at any point in the future.
- 2. Full Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline measure for FTEs.
- 3. Licensees in VA Workforce:** The proportion of licensees in Virginia's Workforce.
- 4. Licensees per FTE:** An indication of the number of licensees needed to create 1 FTE. Higher numbers indicate lower licensee participation.
- 5. Workers per FTE:** An indication of the number of workers in Virginia's workforce needed to create 1 FTE. Higher numbers indicate lower utilization of available workers.

Virginia's Audiology Workforce		
Status	#	%
Worked in Virginia in Past Year	407	98%
Looking for Work in Virginia	10	2%
Virginia's Workforce	417	100%
Total FTEs	363	
Licensees	516	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

This report uses weighting to estimate the figures in this report. Unless otherwise noted, figures refer to the Virginia Workforce only. For more information on HWDC's methodology visit:

www.dhp.virginia.gov/hwdc

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	3	10%	30	90%	34	9%
30 to 34	1	3%	51	97%	52	14%
35 to 39	3	5%	56	95%	59	16%
40 to 44	1	3%	46	97%	47	13%
45 to 49	4	13%	30	87%	34	9%
50 to 54	9	18%	41	82%	50	13%
55 to 59	9	20%	35	80%	43	12%
60 +	16	31%	35	69%	52	14%
Total	47	13%	324	87%	371	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/Ethnicity	Virginia*	Audiologists		Audiologists Under 40	
	%	#	%	#	%
White	64%	341	88%	128	88%
Black	19%	11	3%	7	5%
Asian	6%	11	3%	3	2%
Other Race	0%	8	2%	6	4%
Two or more races	2%	4	1%	0	0%
Hispanic	8%	12	3%	1	1%
Total	100%	387	100%	145	100%

*Population data in this chart is from the US Census, ACS 1-yr estimates, 2011 vintage.

Source: Va. Healthcare Workforce Data Center

Nearly 40% of audiologists are under the age of 40, and 94% of these professionals are female. However, audiologists who are under the age of 40 are no more diverse than the overall audiology workforce.

At a Glance:

Gender

% Female: 87%
 % Under 40 Female: 94%

Age

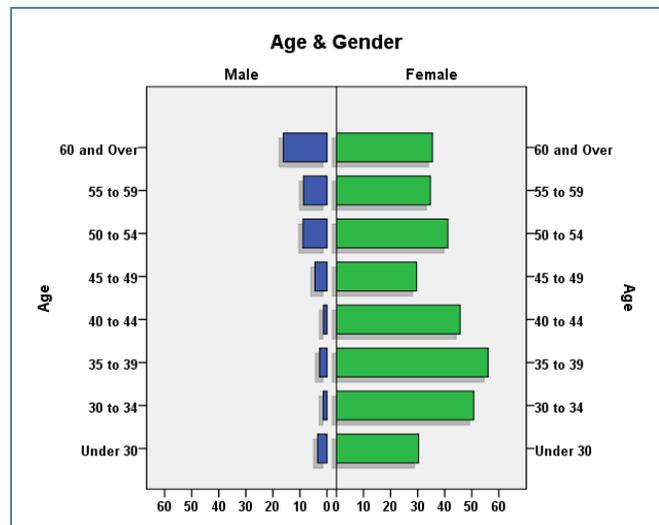
Median Age: 45
 % Under 40: 39%
 % 55+: 26%

Diversity

Diversity Index: 22%
 Under 40 Div. Index: 22%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two audiologists, there is a 22% chance that they would be of a different race/ethnicity (a measure known as the Diversity Index. For Virginia's population as a whole, the comparable number is 54%.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 10%
 Rural Childhood: 28%

Virginia Background

HS in Virginia: 36%
 Prof. Education in VA: 31%
 HS/Prof. Educ. in VA: 44%

Location Choice

% Rural to Non-Metro: 19%
 % Urban/Suburban to Non-Metro: 2%

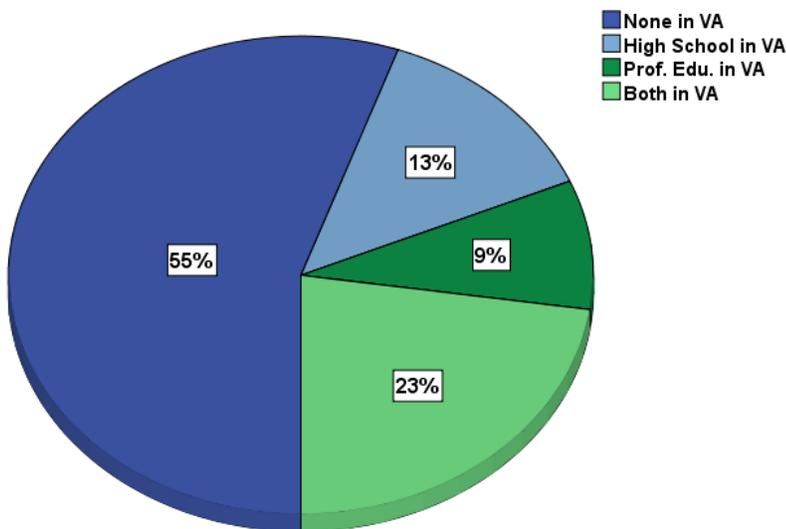
Source: Va. Healthcare Workforce Data Center

A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
Metro Counties				
1	Metro, 1 million+	21%	67%	12%
2	Metro, 250,000 to 1 million	35%	65%	-
3	Metro, 250,000 or less	37%	54%	9%
Non-Metro Counties				
4	Urban pop 20,000+, Metro adj	60%	40%	-
6	Urban pop, 2,500-19,999, Metro adj	75%	-	25%
7	Urban pop, 2,500-19,999, nonadj	100%	-	-
8	Rural, Metro adj	-	-	-
9	Rural, nonadj	-	100%	-
Overall		28%	62%	10%

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

28% of audiologists grew up in self-described rural areas, and 19% of these professionals currently work in non-Metro counties. Overall, just 7% of all audiologists currently work in non-Metro counties.

Top Ten States for Audiologist Recruitment

Rank	All Professionals			
	High School	#	Professional School	#
1	Virginia	135	Virginia	120
2	Pennsylvania	25	Washington, D.C.	34
3	Maryland	23	Tennessee	31
4	New York	20	Maryland	25
5	West Virginia	20	West Virginia	18
6	Outside U.S./Canada	18	Ohio	17
7	Ohio	14	North Carolina	14
8	Michigan	13	New York	14
9	North Carolina	12	Illinois	11
10	New Jersey	10	Pennsylvania	10

Source: Va. Healthcare Workforce Data Center

36% of licensed audiologists received their high school degree in Virginia, and 31% received their initial professional degree in the state.

Among audiologists who received their license in the past five years, 28% received their high school degree in Virginia, while 18% received their initial professional degree in the state.

Rank	Licensed in the Past 5 Years			
	High School	#	Professional School	#
1	Virginia	28	Virginia	18
2	Pennsylvania	8	Maryland	14
3	New York	7	Tennessee	12
4	Outside U.S./Canada	6	Washington, D.C.	10
5	Illinois	6	Texas	6
6	New Jersey	5	Arkansas	5
7	Louisiana	5	Illinois	5
8	West Virginia	5	Ohio	4
9	Mississippi	3	Missouri	4
10	Maryland	3	Mississippi	3

Source: Va. Healthcare Workforce Data Center

19% of licensed audiologists did not participate in Virginia's workforce in 2014. 88% of these audiologists worked at some point in the past year, and 85% are currently employed as audiologists.

At a Glance:

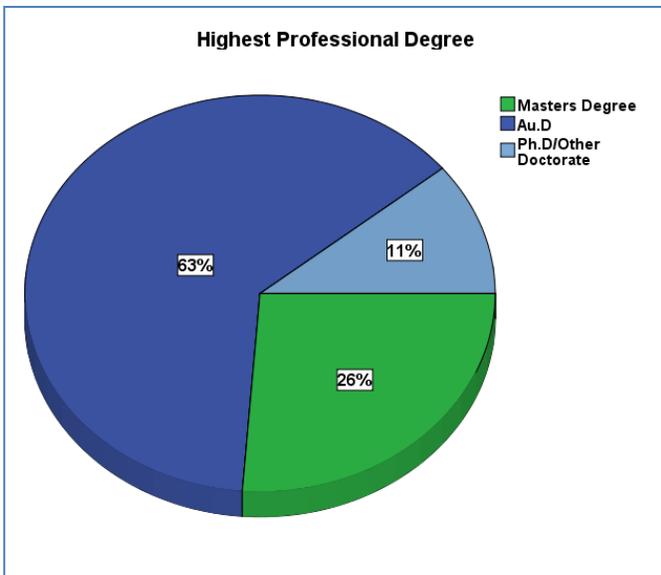
Not in VA Workforce

Total:	99
% of Licensees:	19%
Federal/Military:	17%
Va Border State/DC:	34%

A Closer Look:

Highest Professional Degree		
Degree	#	%
Masters Degree	98	26%
Au.D.	235	63%
Ph.D.	40	11%
Other Doctorate	1	0%
Total	374	100%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

29% of audiologists currently have educational debt, including 53% of those under the age of 40. For those with educational debt, the median amount is between \$30,000 and \$40,000.

At a Glance:

Education
 Doctor of Audiology: 63%
 Masters Degree: 26%

Educational Debt
 Carry debt: 29%
 Under age 40 w/ debt: 53%
 Median debt: \$30k-\$40k

Source: Va. Healthcare Workforce Data Center

63% of audiologists have a Doctorate of Audiology (Au.D.) as their highest professional degree.

Educational Debt				
Amount Carried	All Audiologists		Audiologists Under 40	
	#	%	#	%
None	223	71%	55	47%
Less than \$10,000	18	6%	10	8%
\$10,000-\$19,999	12	4%	10	8%
\$20,000-\$29,999	9	3%	8	7%
\$30,000-\$39,999	8	3%	3	3%
\$40,000-\$49,999	5	2%	4	3%
\$50,000-\$59,999	7	2%	4	3%
\$60,000-\$69,999	5	2%	1	1%
\$70,000-\$79,999	6	2%	4	3%
\$80,000-\$89,999	1	0%	1	1%
\$90,000-\$99,999	3	1%	1	1%
\$100,000 or more	16	5%	16	14%
Total	313	100%	118	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Top Specialties

Hearing Aids/Devices:	61%
Pediatrics:	32%
Geriatrics:	26%

Top Credentials

CCC-A Audiology:	77%
Hearing Aid Disp. License:	59%
F-AAA Fellow:	45%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Self-Designated Specialties		
Specialty	#	%
Hearing Aids/Devices	255	61%
Pediatrics	126	30%
Geriatrics	110	26%
Vestibular	87	21%
Educational	64	15%
Occupational Hearing Conservation	43	10%
Cochlear Implants	38	9%
Intraoperative Monitoring	8	2%
Other	33	8%
At Least One Specialty	316	76%

Source: Va. Healthcare Workforce Data Center

Credentials		
Credential	#	%
CCC-A: Audiology	321	77%
Hearing Aid Dispenser License	244	59%
F-AAA Fellow	186	45%
ABA Certification	22	5%
CCC-SLP: Speech-Language Pathology	13	3%
PASC: Pediatric Audiology	3	1%
BCS-IOM: Intraoperative Monitoring	0	0%
CI: Cochlear Implants	0	0%
Other	9	2%
At Least One Credential	370	89%

Source: Va. Healthcare Workforce Data Center

76% of all audiologists have at least one self-designated specialty, and 89% have at least one credential as well. Hearing Aids & Devices is the most common self-designated specialization, while CCC-A Audiology is the most common credential.

At a Glance:

Employment

Employed in Profession: 95%
Involuntarily Unemployed: 0%

Positions Held

1 Full-time: 72%
2 or More Positions: 9%

Weekly Hours:

40 to 49: 52%
60 or more: 4%
Less than 30: 14%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	0	0%
Employed in an audiology-related capacity	356	95%
Employed, NOT in an audiology-related capacity	6	2%
Not working, reason unknown	0	0%
Involuntarily unemployed	0	0%
Voluntarily unemployed	10	3%
Retired	5	1%
Total	377	100%

Source: Va. Healthcare Workforce Data Center

Nearly all audiologists are currently employed in the profession, and no audiologist is involuntarily unemployed at the moment. 72% of all audiologists currently hold one full-time position, while 9% hold two more positions simultaneously. More than half of all audiologists work between 40 and 49 hours per week, and only 4% work at least 60 hours per week.

Current Positions		
Positions	#	%
No Positions	15	4%
One Part-Time Position	57	15%
Two Part-Time Positions	5	1%
One Full-Time Position	266	72%
One Full-Time Position & One Part-Time Position	26	7%
Two Full-Time Positions	0	0%
More than Two Positions	3	1%
Total	372	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 hours	15	4%
1 to 9 hours	8	2%
10 to 19 hours	16	4%
20 to 29 hours	26	7%
30 to 39 hours	69	19%
40 to 49 hours	189	52%
50 to 59 hours	28	8%
60 to 69 hours	12	3%
70 to 79 hours	1	0%
80 or more hours	1	0%
Total	365	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Hourly Wage	#	%
Volunteer Work Only	4	1%
\$20,000 or less	9	3%
\$20,001-\$30,000	9	3%
\$30,001-\$40,000	15	5%
\$40,001-\$50,000	22	8%
\$50,001-\$60,000	40	14%
\$60,001-\$70,000	56	19%
\$70,001-\$80,000	40	14%
\$80,001-\$90,000	31	11%
\$90,001-\$100,000	27	9%
\$100,001-\$110,000	13	5%
\$110,001-\$120,000	5	2%
\$120,000 and over	22	8%
Total	292	100%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	244	68%
Somewhat Satisfied	98	27%
Somewhat Dissatisfied	17	5%
Very Dissatisfied	0	0%
Total	359	100%

Source: Va. Healthcare Workforce Data Center

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Signing/Retention Bonus	15	4%	6%
Dental Insurance	131	37%	43%
Health Insurance	178	50%	56%
Paid Sick Leave	227	64%	73%
Group Life Insurance	103	29%	36%
Retirement	169	47%	55%
Paid Vacation	244	69%	78%
Receive At Least One Benefit	265	74%	84%

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

At a Glance:

Hourly Earnings

Median Income: \$60k-70k

Benefits

Employer Health Insrnce: 56%

Employer Retirement: 55%

Satisfaction

Satisfied: 95%

Very Satisfied: 68%

Source: Va. Healthcare Workforce Data Center

The typical audiologist earned between \$60,000 and \$70,000 in 2014. Among audiologists who received either an hourly wage or salary as compensation at the primary work location, 56% received health insurance and 55% also had access to a retirement plan.

A Closer Look:

Underemployment in Past Year		
In the past year did you . . . ?	#	%
Experience Involuntary Unemployment?	6	1%
Experience Voluntary Unemployment?	17	4%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	5	1%
Work two or more positions at the same time?	39	9%
Switch employers or practices?	26	6%
Experienced at least 1	85	20%

Source: Va. Healthcare Workforce Data Center

Only 1% of Virginia’s audiologists were involuntary unemployed at some point in 2014. For comparison, Virginia’s average monthly unemployment rate was 5.1%.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	7	2%	3	3%
Less than 6 Months	17	5%	6	6%
6 Months to 1 Year	32	9%	12	13%
1 to 2 Years	45	13%	17	18%
3 to 5 Years	76	22%	20	22%
6 to 10 Years	68	19%	11	12%
More than 10 Years	107	30%	25	27%
Subtotal	352	100%	93	100%
Did not have location	14		322	
Item Missing	52		3	
Total	417		417	

Source: Va. Healthcare Workforce Data Center

85% of audiologists are wage or salaried employees, while 12% receive income from their own practice.

At a Glance:

Unemployment Experience 2014

Involuntarily Unemployed: 1%
Underemployed: 1%

Stability

Switched: 6%
New Location: 19%
Over 2 years: 71%
Over 2 yrs, 2nd location: 60%

Employment Type

Salary/Commission: 69%
Hourly Wage: 16%

Source: Va. Healthcare Workforce Data Center

71% of audiologists have worked at their primary location for more than 2 years—the job tenure normally required to get a conventional mortgage loan.

Employment Type		
Primary Work Site	#	%
Salary/ Commission	199	69%
Hourly Wage	46	16%
By Contract	8	3%
Business/ Practice Income	35	12%
Unpaid	0	0%
Subtotal	288	100%

Source: Va. Healthcare Workforce Data Center

¹ As reported by the US Bureau of Labor Statistics. The non-seasonally adjusted monthly unemployment rate ranged from 5.7% in August to 4.5% in November and December. At the time of publication, December’s unemployment rate was still preliminary.

At a Glance:

Concentration

Top Region:	37%
Top 3 Regions:	73%
Lowest Region:	0%

Locations

2 or more (2014):	26%
2 or more (Now*):	25%

Source: Va. Healthcare Workforce Data Center

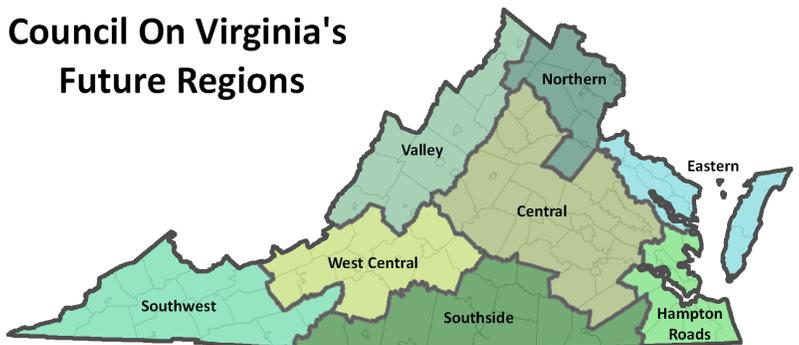
37% of audiologists work in Northern Virginia, the most of any region in the state. Meanwhile, less than 1% of audiologists work in Eastern Virginia, the fewest of any region in Virginia.

A Closer Look:

Regional Distribution of Work Locations				
COVF Region	Primary Location		Secondary Location	
	#	%	#	%
Central	64	18%	17	18%
Eastern	1	0%	1	1%
Hampton Roads	64	18%	18	20%
Northern	133	37%	31	34%
Southside	11	3%	5	5%
Southwest	18	5%	2	2%
Valley	24	7%	6	7%
West Central	31	9%	4	4%
Virginia Border State/DC	8	2%	3	3%
Other US State	2	1%	5	5%
Outside of the US	0	0%	0	0%
Total	356	100%	92	100%
Item Missing	48		3	

Source: Va. Healthcare Workforce Data Center

Council On Virginia's Future Regions



71% of audiologists had just one work location during the past year, while 26% of audiologists had multiple work locations in 2014.

Locations	Number of Work Locations			
	Work Locations in 2014		Work Locations Now*	
	#	%	#	%
0	10	3%	15	4%
1	255	71%	255	71%
2	50	14%	49	14%
3	34	9%	36	10%
4	8	2%	5	1%
5	0	0%	0	0%
6 or More	3	1%	1	0%
Total	361	100%	361	100%

*At the time of survey completion, December 2014.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	225	69%	68	75%
Non-Profit	34	10%	7	8%
State/Local Government	41	13%	10	11%
Veterans Administration	14	4%	2	2%
U.S. Military	11	3%	3	3%
Other Federal Gov't	1	0%	1	1%
Total	326	100%	91	100%
Did not have location	14		322	
Item Missing	78		4	

At a Glance: (Primary Locations)

Sector

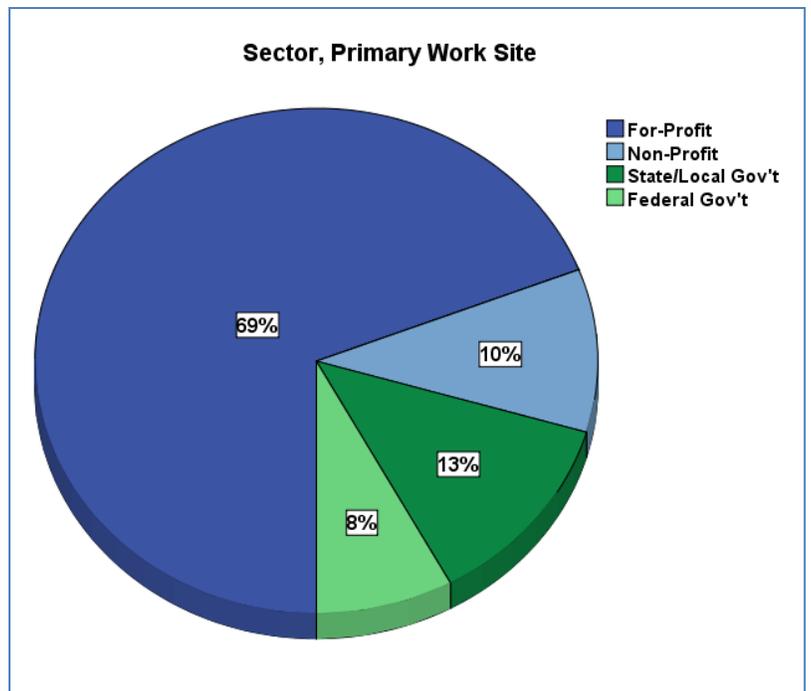
For Profit:	69%
Federal:	8%

Top Establishments

Private Practice (Group):	21%
Private Practice (Solo):	20%
Physician's Office:	18%

Source: Va. Healthcare Workforce Data Center

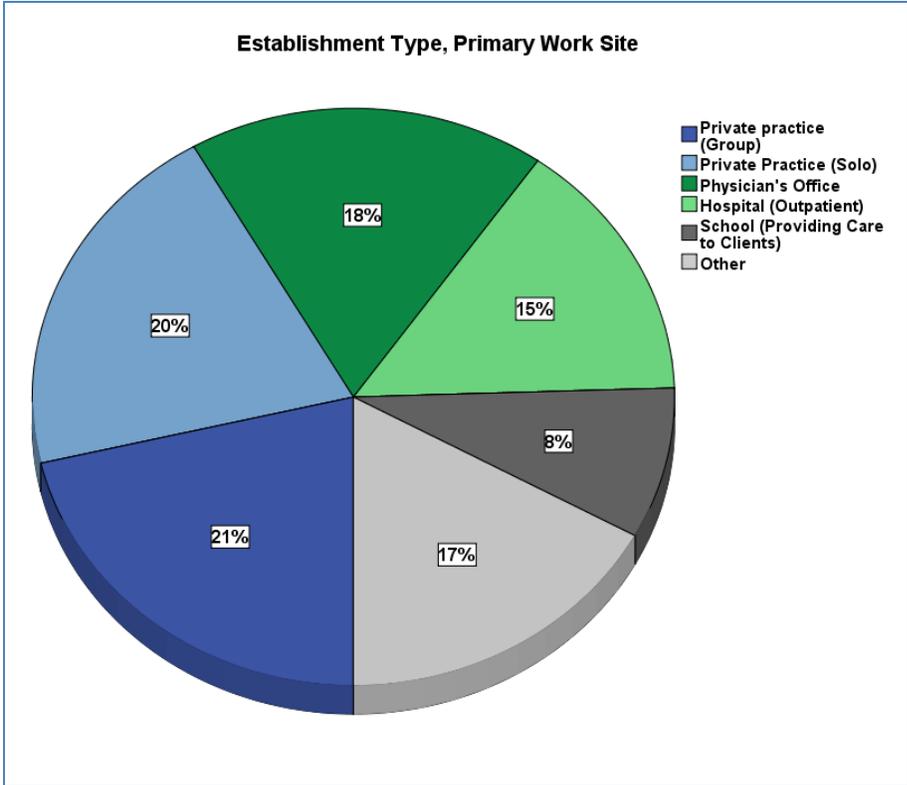
69% of audiologists work in a for-profit company, while another 13% work in state or local government. Meanwhile, 10% of audiologists work in the non-profit sector, and 8% work for the federal government.



Source: Va. Healthcare Workforce Data Center

Top 10 Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Private practice (Group)	69	21%	18	21%
Private practice (Solo)	66	20%	18	21%
Physician office	58	18%	20	23%
Hospital (Outpatient Dept.)	48	15%	12	14%
School (Providing Care to Clients)	27	8%	3	3%
Academic Institution (Teaching/ Research)	11	3%	8	9%
Community-Based Clinic/Health Center	9	3%	2	2%
Administrative/Business Organization	3	1%	1	1%
Hospital (Inpatient Dept.)	3	1%	1	1%
Other	28	9%	4	5%
Total	322	100%	87	100%
Did Not Have a Location	14		322	

More than 40% of all audiologists are employed by either a group or solo private practice at their primary work location. Physician's offices and the Outpatient Departments of Hospitals were also significant employers of Virginia's audiology workforce.



Among those audiologists who also have a secondary work location, more than 40% still work at either a group or solo private practice. However, physician's offices are the single largest employer of this group of audiologists.

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

Client Care: 80%-89%
Administration: 10%-19%

Roles

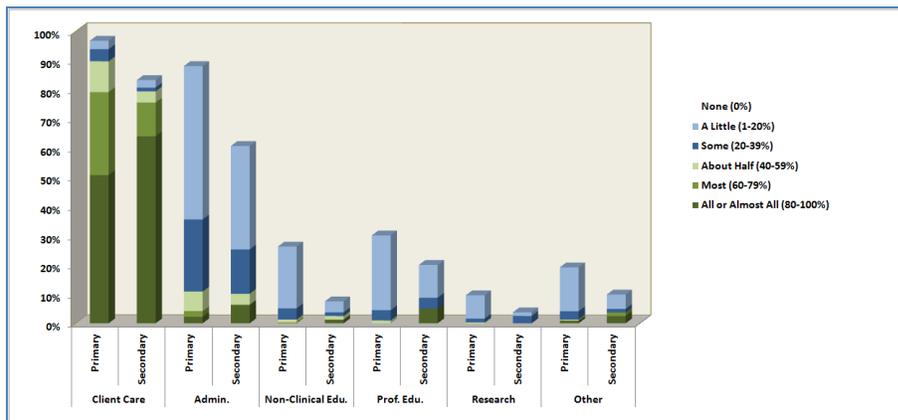
Patient Care: 79%
Administration: 4%
Other: 1%

Patient Care Audiologists

Median Admin Time: 10%-19%
Ave. Admin Time: 10%-19%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

A typical audiologist spends most of her time in client care activities. Nearly 80% of audiologists fill a client care role, defined as spending 60% or more of their time in that activity.

Time Allocation												
Time Spent	Client Care		Admin.		Non-Clinical Education		Professional Education		Research		Other	
	Prim Site	Sec. Site	Prim Site	Sec. Site	Prim Site	Sec. Site	Prim Site	Sec. Site	Prim Site	Sec. Site	Prim Site	Sec. Site
All or Almost All (80-100%)	51%	62%	2%	6%	0%	1%	0%	5%	0%	0%	1%	2%
Most (60-79%)	29%	11%	2%	0%	0%	0%	0%	0%	0%	0%	0%	1%
About Half (40-59%)	11%	4%	7%	4%	1%	1%	1%	0%	0%	0%	0%	0%
Some (20-39%)	4%	1%	25%	15%	4%	1%	4%	4%	1%	2%	3%	1%
A Little (1-20%)	3%	2%	53%	35%	21%	4%	26%	11%	8%	1%	15%	5%
None (0%)	3%	16%	12%	38%	74%	91%	70%	79%	90%	95%	81%	90%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Weekly Session Totals

(Median)

Primary Location: 20-29

Secondary Location: 10-19

Total: 30-39

% with Group Sessions

Primary Location: 10%

Secondary Location: 7%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Client Sessions / Week	Primary Work Location		Secondary Work Location		Total ²	
	#	%	#	%	#	%
None	26	8%	16	18%	25	8%
1-9	21	6%	29	32%	17	5%
10-19	57	17%	23	26%	45	14%
20-29	72	22%	14	16%	60	18%
30-39	48	15%	1	1%	52	16%
40-49	51	15%	2	2%	61	19%
50-59	33	10%	0	0%	28	9%
60-69	8	2%	1	1%	10	3%
70-79	7	2%	0	0%	16	5%
80 or more	7	2%	4	4%	14	4%
Total	330	100%	90	100%	328	100%

Source: Va. Healthcare Workforce Data Center

A typical audiologist has between 20 and 29 individual patient sessions at their primary work location. In addition, 10% of audiologists participate in group patient sessions at their primary work location. Overall, the typical audiologist has between 30 and 39 client sessions per week across both primary and secondary work locations.

# of Weekly Sessions	Primary Work Location				Secondary Work Location			
	Individual Sessions		Group Sessions		Individual Sessions		Group Sessions	
	#	%	#	%	#	%	#	%
None	22	7%	292	90%	16	18%	84	93%
1-9	32	10%	31	10%	32	36%	5	6%
10-19	61	19%	1	0%	19	21%	1	1%
20-29	69	21%	0	0%	16	18%	0	0%
30-39	49	15%	0	0%	1	1%	0	0%
40-49	50	15%	1	0%	2	2%	0	0%
50-59	30	9%	0	0%	0	0%	0	0%
60-69	3	1%	0	0%	0	0%	0	0%
70-79	3	1%	0	0%	0	0%	0	0%
80 or more	5	2%	0	0%	4	4%	0	0%
Total	325	100%	326	100%	90	100%	90	100%

Source: Va. Healthcare Workforce Data Center

² This column estimates the total number of client sessions across both primary and secondary work locations for each audiologist.

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All		Over 50	
	#	%	#	%
Under age 50	4	1%	-	-
50 to 54	8	3%	2	2%
55 to 59	26	8%	9	8%
60 to 64	78	25%	19	16%
65 to 69	125	40%	46	39%
70 to 74	36	12%	18	15%
75 to 79	6	2%	5	4%
80 or over	5	2%	4	3%
I do not intend to retire	23	7%	14	12%
Total	310	100%	117	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All Audiologists

Under 65: 37%

Under 60: 12%

Audiologists 50 and over

Under 65: 26%

Under 60: 9%

Time until Retirement

Within 2 years: 5%

Within 10 years: 15%

Half the workforce: by 2039

Source: Va. Healthcare Workforce Data Center

More than one-third of all audiologists expect to retire by the age of 65, while more than one-quarter of those audiologists who are already age 50 or over expect to retire by the same age. Meanwhile, 23% of audiologists expect to work until at least age 70, including 7% who do not expect to retire at all.

Within the next two years approximately 4% of audiologists expect to leave either the profession or Virginia. Meanwhile, 12% of audiologists plan to increase patient care hours, and 8% expect to pursue additional educational opportunities.

Future Plans

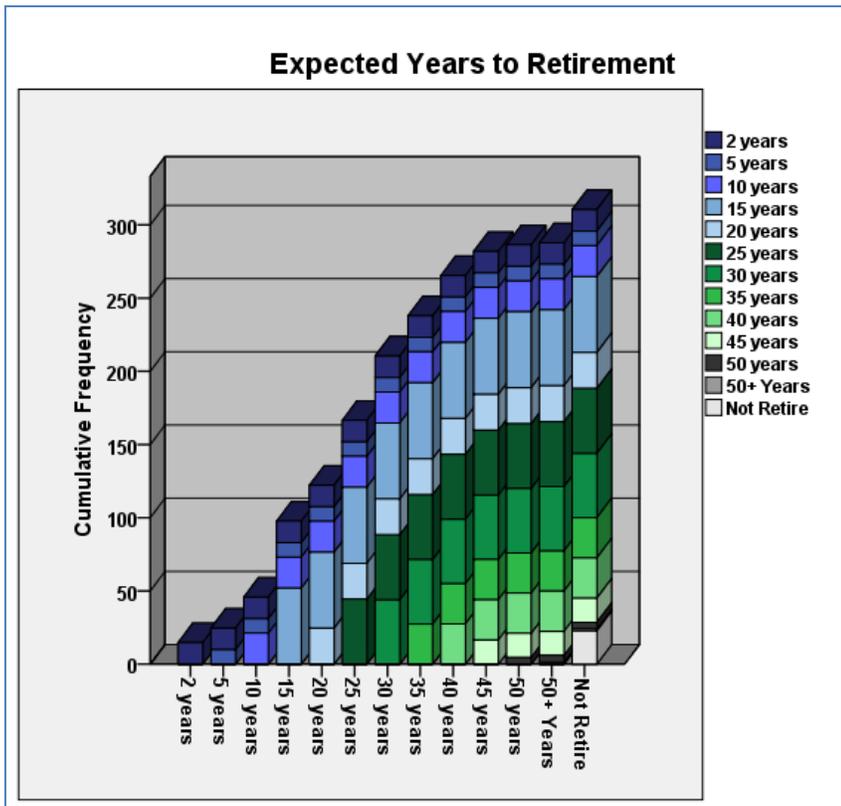
2 Year Plans:	#	%
Decrease Participation		
Leave Profession	3	1%
Leave Virginia	13	3%
Decrease Client Care Hours	19	5%
Decrease Teaching Hours	0	0%
Increase Participation		
Increase Client Care Hours	48	12%
Increase Teaching Hours	24	6%
Pursue Additional Education	35	8%
Return to Virginia's Workforce	5	1%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for audiologists. Only 5% of audiologists plan on retiring in the next two years, while 15% plan on retiring in the next ten years. Half of the current audiology workforce expects to be retired by 2039.

Time to Retirement			
Expect to retire within . .	#	%	Cumulative %
2 years	15	5%	5%
5 years	10	3%	8%
10 years	21	7%	15%
15 years	52	17%	32%
20 years	25	8%	40%
25 years	44	14%	54%
30 years	44	14%	68%
35 years	27	9%	77%
40 years	28	9%	86%
45 years	16	5%	91%
50 years	5	2%	93%
55 years	0	0%	93%
In more than 55 years	1	0%	93%
Do not intend to retire	23	7%	100%
Total	310	100%	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirements will begin to reach 10% of the current workforce every five years starting in 2029. Retirements will peak at 17% of the current workforce around the same time period before declining to under 10% of the current workforce again around 2049.

At a Glance:

FTEs

Total: 363
 FTEs/1,000 Residents: 0.044
 Average: 0.90

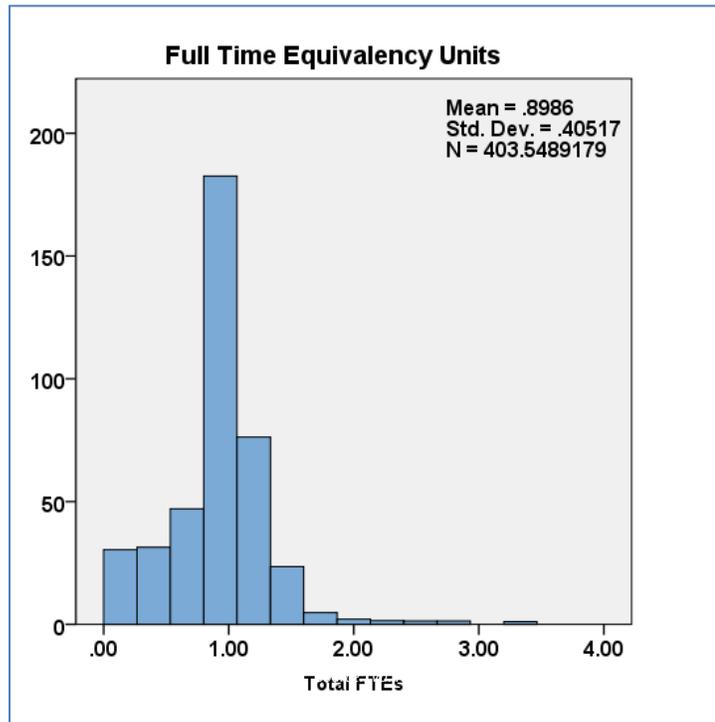
Age & Gender Effect

Age, Partial Eta²: Medium
 Gender, Partial Eta²: Small

Partial Eta² Explained:
 Partial Eta² is a statistical measure of effect size.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

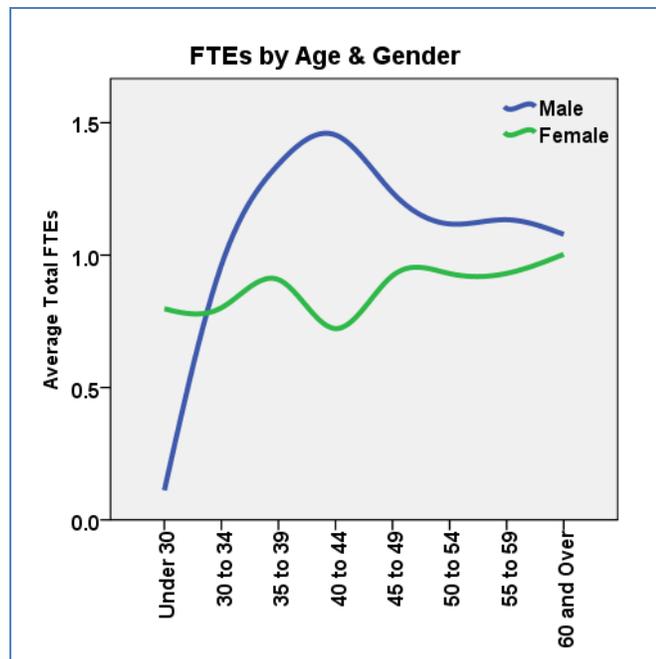


Source: Va. Healthcare Workforce Data Center

The average audiologist provided 0.90 FTEs in 2014, or about 35 hours per week for 52 weeks. Although FTEs appear to vary by age, statistical tests did not verify a difference exists.³

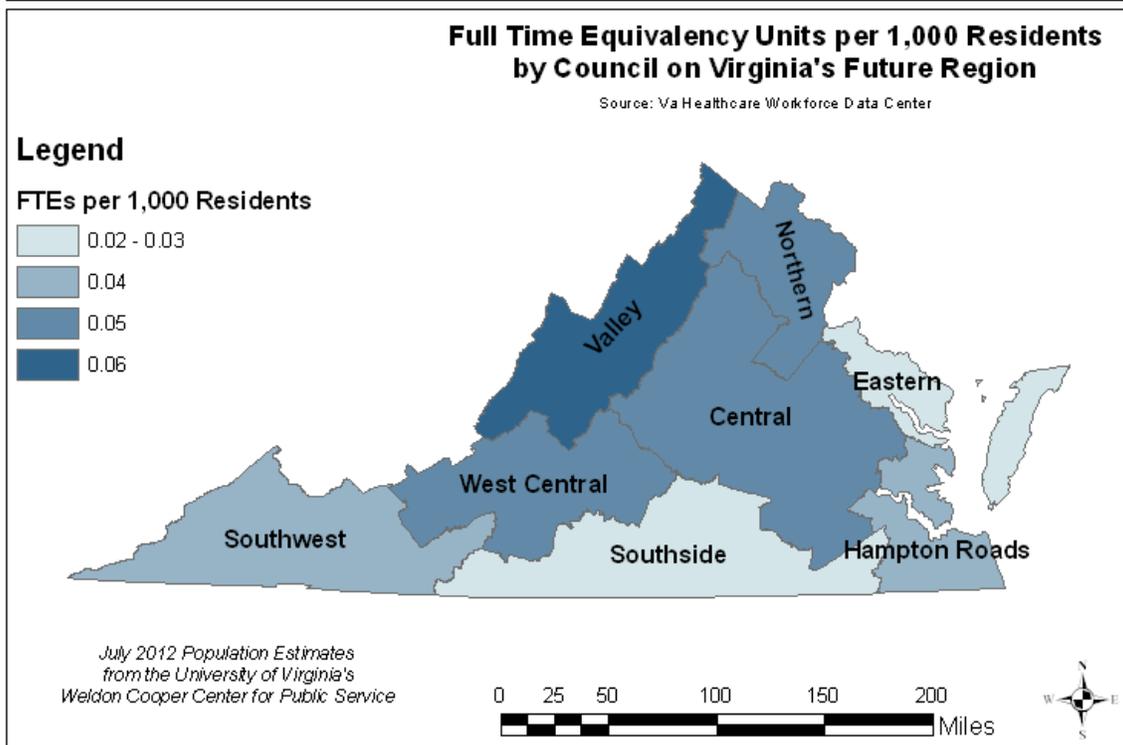
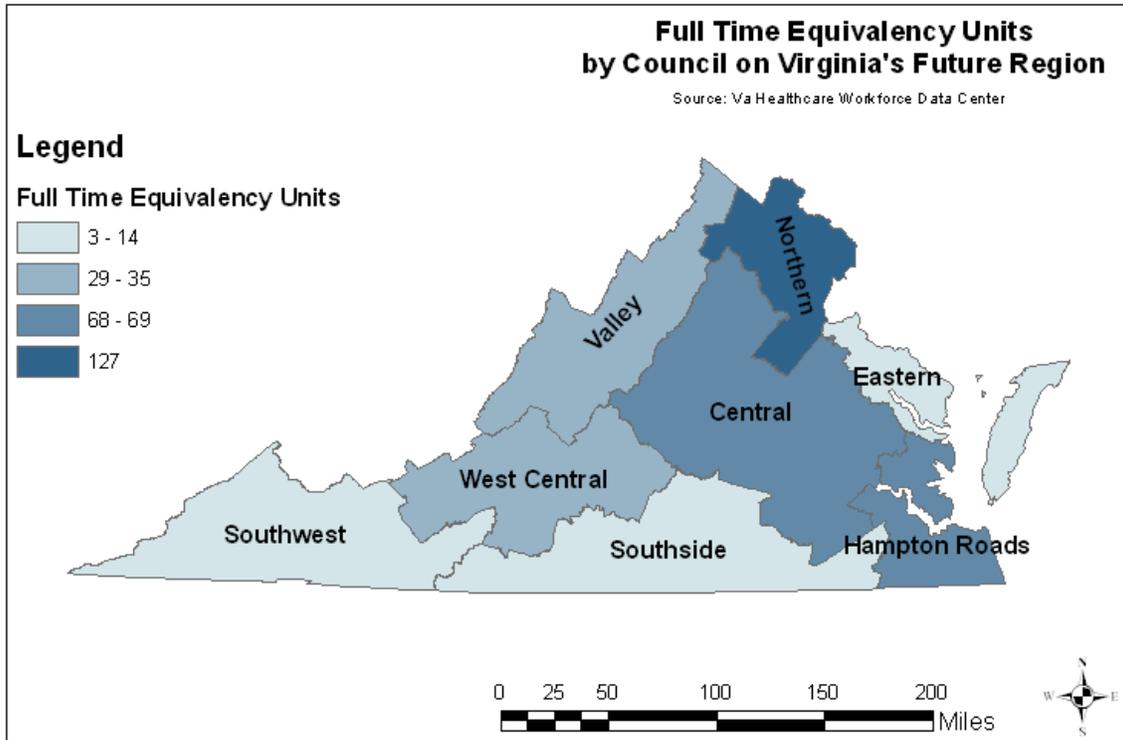
Full-Time Equivalency Units		
	Average	Median
Age		
Under 30	0.73	0.81
30 to 34	0.81	0.81
35 to 39	0.92	0.96
40 to 44	0.76	0.81
45 to 49	0.95	1.01
50 to 54	0.94	0.95
55 to 59	0.97	0.99
60 and Over	1.04	0.96
Gender		
Male	1.06	1.09
Female	0.87	0.93

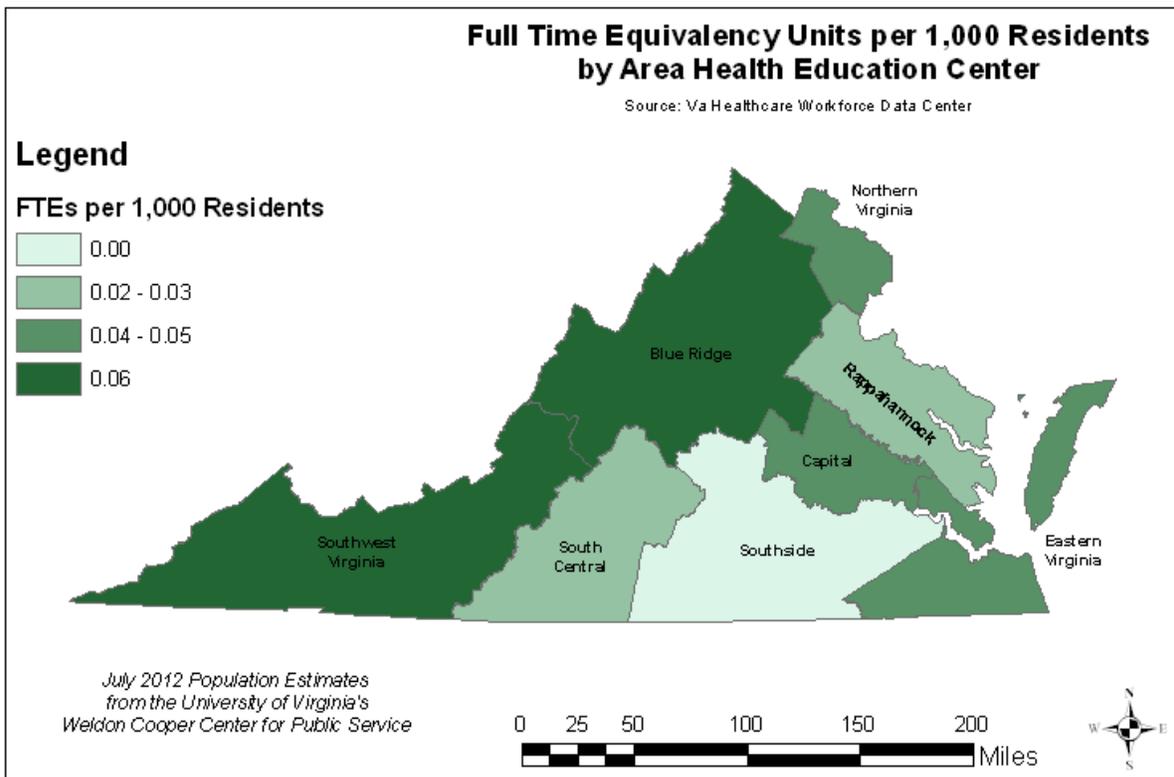
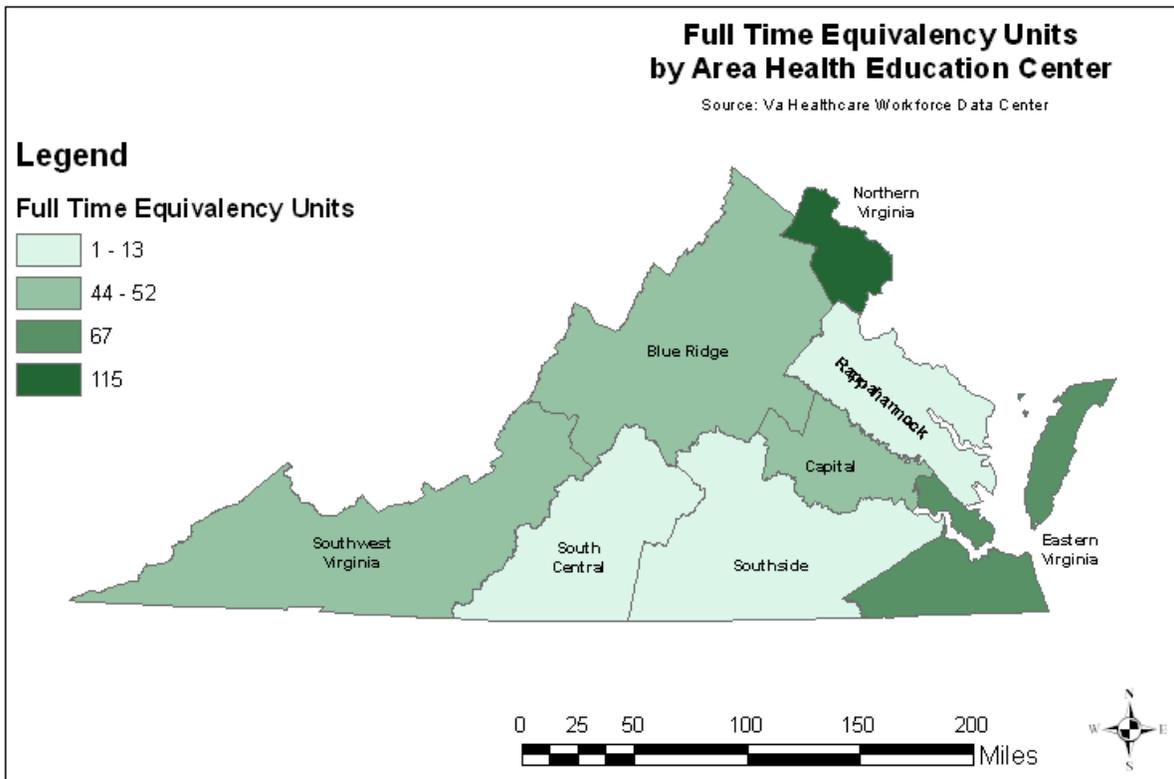
Source: Va. Healthcare Workforce Data Center

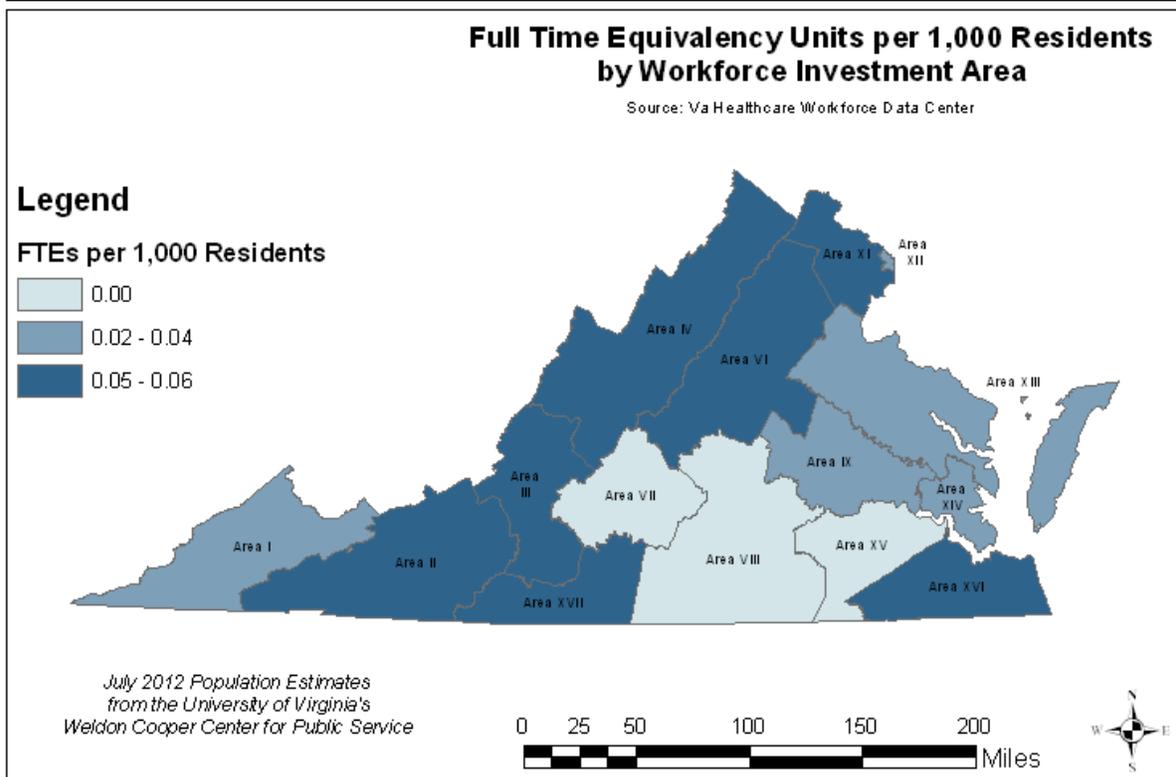
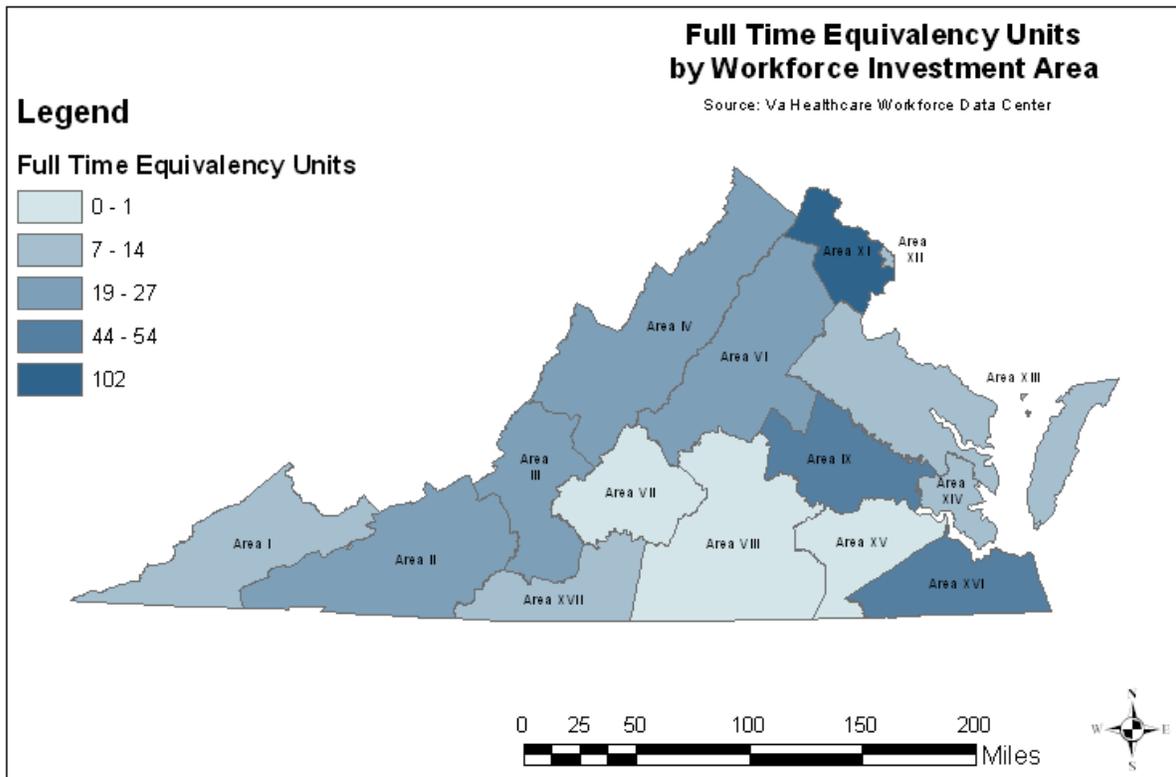


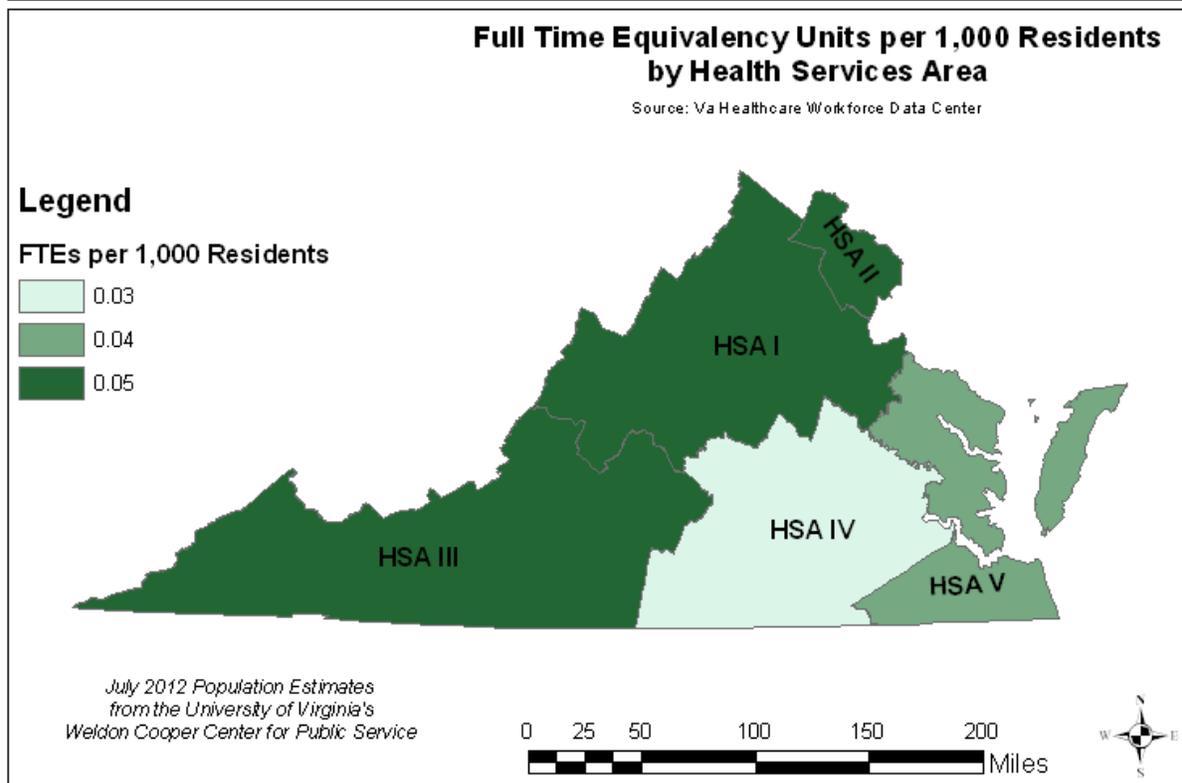
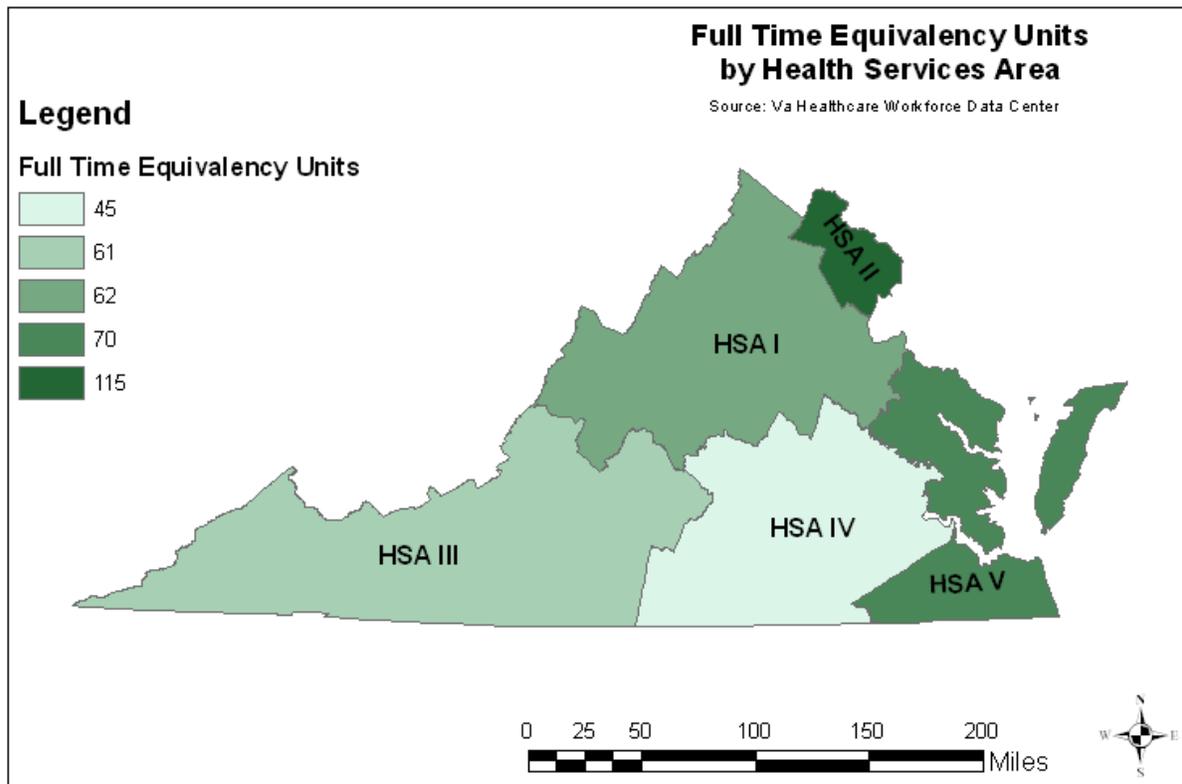
Source: Va. Healthcare Workforce Data Center

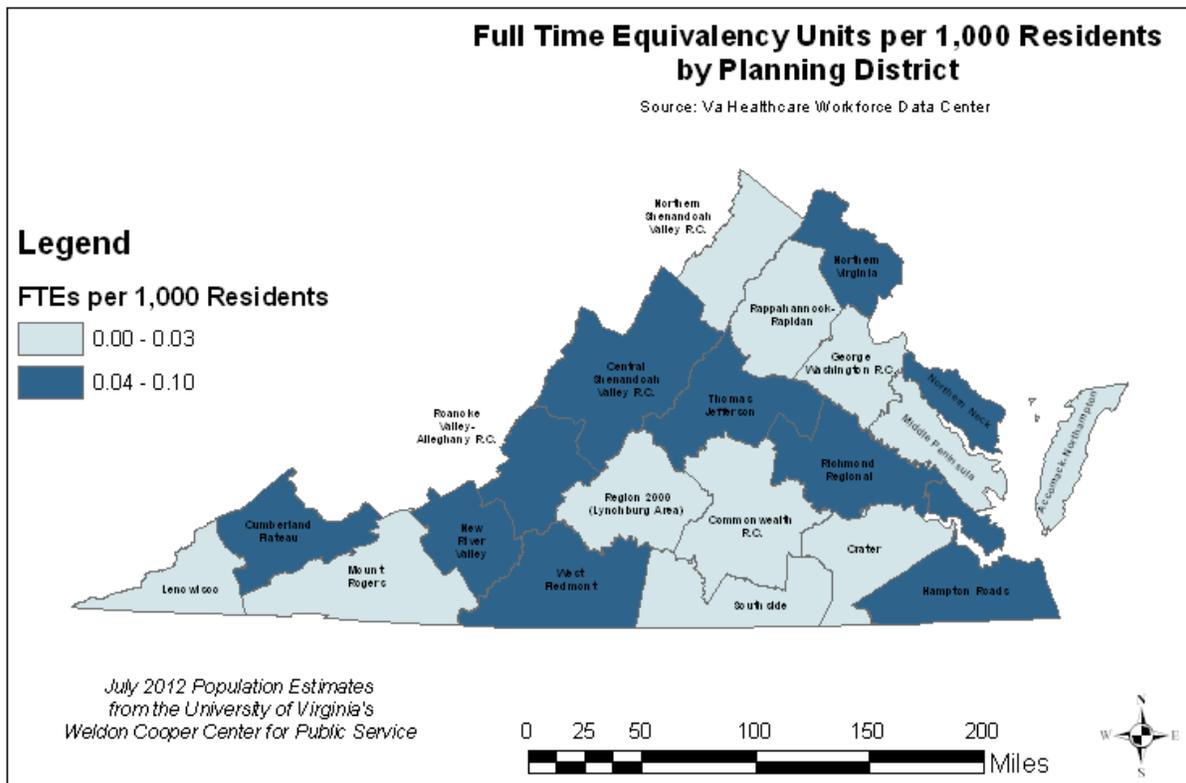
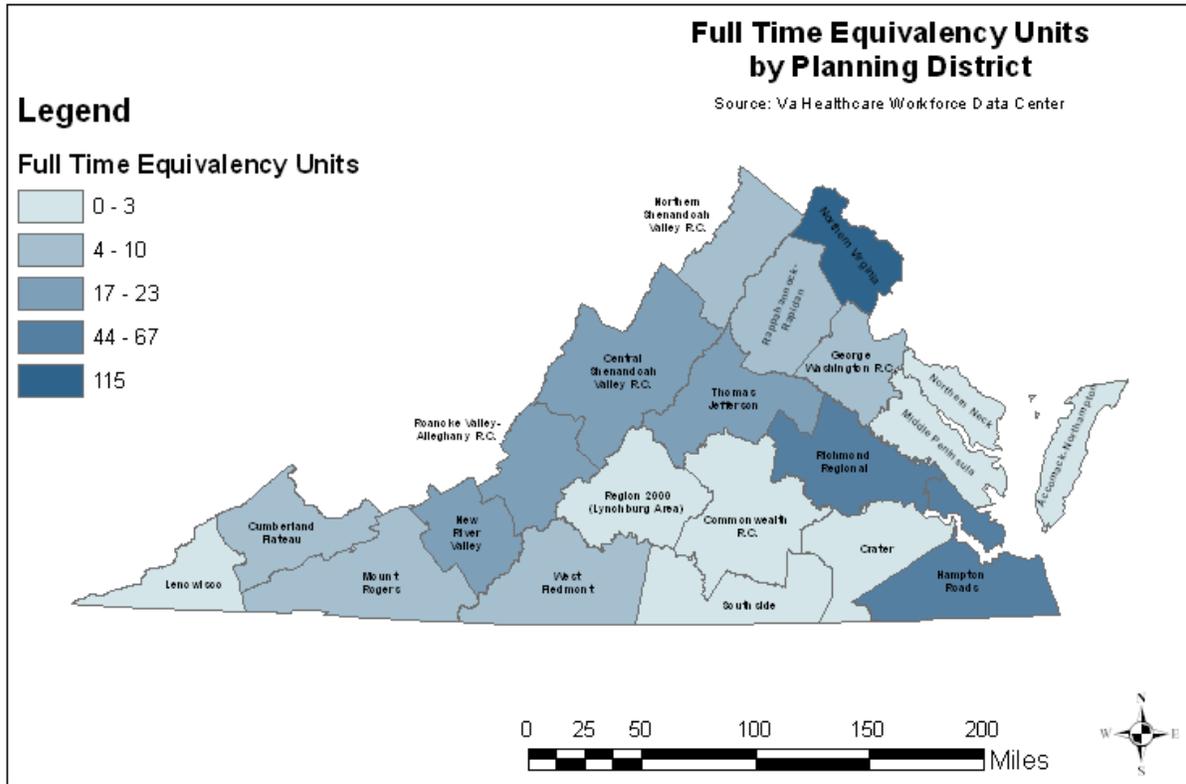
³ There were assumption violations in Mixed between-within ANOVA (Interaction Effect was significant).











Appendix

Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	285	72.63%	1.376812	1.2305	3.43815
Metro, 250,000 to 1 million	33	72.73%	1.375	1.22888	1.42376
Metro, 250,000 or less	58	79.31%	1.26087	1.12687	3.14862
Urban pop 20,000+, Metro adj	9	33.33%	3	2.68118	3.10638
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	12	83.33%	1.2	1.07247	1.2108
Urban pop, 2,500-19,999, nonadj	9	66.67%	1.5	1.34059	1.4859
Rural, Metro adj	2	50.00%	2	2.01801	2.01801
Rural, nonadj	2	100.00%	1	0.90111	1.009
Virginia border state/DC	81	65.43%	1.528302	1.36589	1.5825
Other US State	24	83.33%	1.2	1.07247	1.24255

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	38	28.95%	3.454545	3.14862	3.43815
30 to 34	64	73.44%	1.361702	1.1812	2.95299
35 to 39	74	72.97%	1.37037	1.18872	1.51393
40 to 44	67	71.64%	1.395833	1.009	2.01801
45 to 49	53	69.81%	1.432432	1.24255	3.10638
50 to 54	68	80.88%	1.236364	1.07247	2.68118
55 to 59	61	78.69%	1.270833	1.10237	1.40397
60 and Over	91	80.22%	1.246575	0.90111	1.37717

See the Methods section on the HWDC website for details on HWDC Methods:

www.dhp.virginia.gov/hwdc/

Final weights are calculated by multiplying the two weights and the overall response rate:

$$\text{Age Weight} \times \text{Rural Weight} \times \text{Response Rate} = \text{Final Weight}$$

Overall Response Rate: 0.722868

